EDO(N) Community Status Brief

EDO(N) Program
Background

- **EDO(N) Program - established in 1997**
  - **Produces officers to serve as RCOH/NEWCON CVN Reactor Officers**
  - **Provides Engineering Duty Officer community with officers qualified to be Major Program Managers or Major Shore Commanders**
  - **Retains SWO(N)s for nuclear duty by providing a career path with fewer at-sea requirements**
  - **Developed in conjunction with SWO(N) career path**
- **SWO(N) Community is sole source for EDO(N) accessions**
- **Lateral transfer of up to 10 SWO(N)s per YG (Nominal 2)**
  - **EDO(N) NOIP policy modeled after SWO(N)s**

EDO(N) Program
Health

- **EDO(N) Community Health**
  - **Average of 2 SWO(N)s per YG have transferred to EDO(N) community**
  - **Community strength: 32 EDO(N)s at various phases of career**
- **Cadre of ED officers with CVN operational experience**
  - **EDO(N) RO enhances Reactor Dept in RCOH/NEWCON/IA**
    - » **SY experience with organization/structure/production schedules**
  - **Provides additional nuclear experience to ED community**
    - » **EDO(N)s fill nuclear related S/Y, planning, acquisition, and design billets**

Growing a Successful RO

Skillsets

- **Training**
  - Power School / Prototype / Quals / PNEO / ARPM/ NR PCO Course
- **At Sea experience operating the plant**
  - Deployments with Flight Ops, Drills, Casualty Co
  - Special Evolutions – Underway Testing, Major PMS(RM/RC), Sea Details

PPWO / EOOW

- **In Port experience operating the plant**
  - Maintenance - Homeport / PIA / DPIA / RCOH / NRRO interaction
  - Senior Supervisory Watch for special evolutions &

PPWO / RDO

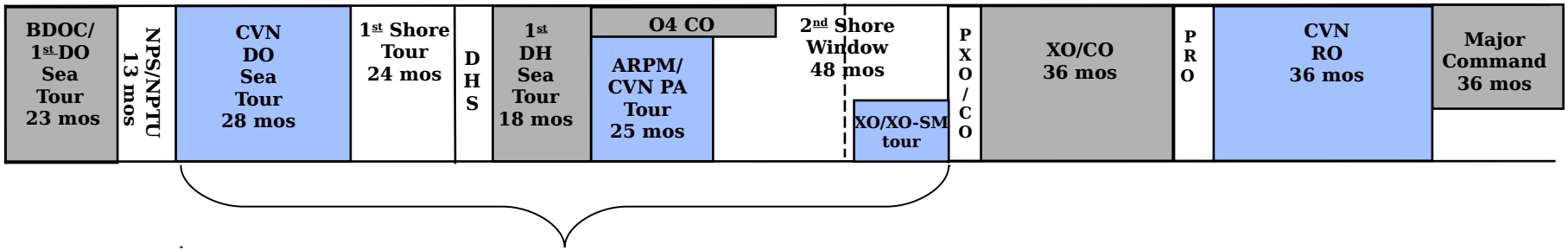
- **Day to Day operations**
  - Admin Programs – PMS / RPPMS / LOQM / Check Chem / Matl Hist
  - Audits and Surveillances / Training
- **Leading People**
  - Drill Team / Watch Team
  - Divo / CVN Divo / PA

DIVO / PA

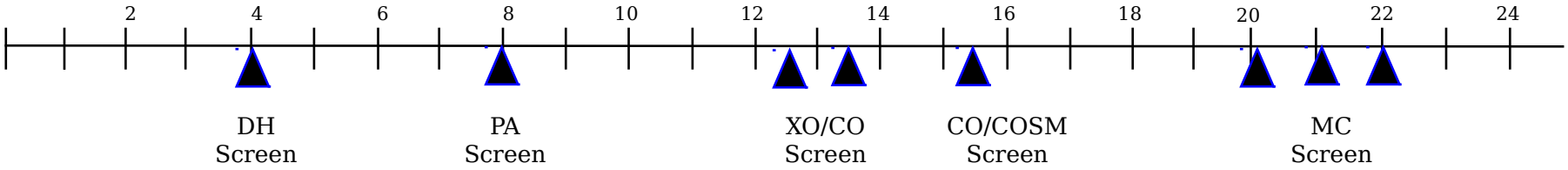
52 months on CVNs – nominally 70 months total nuclear experience

Growing a Successful RO

SWO(N) Career Path



Two nuke sea tours and one nuke shore tour prior to RO



SUCCESS in 1st Divo tour => SWO Pin

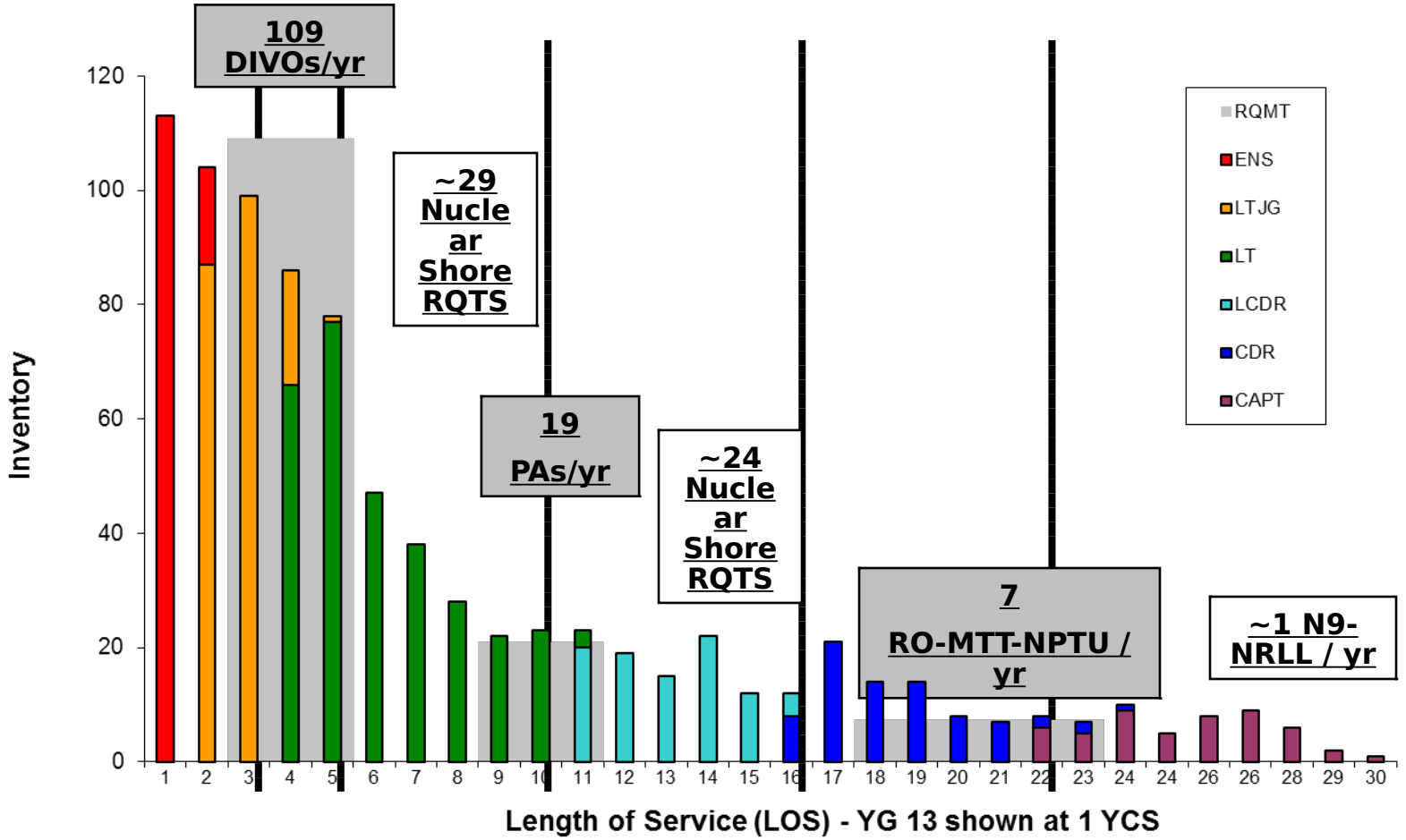
SUCCESS at 28 months on CVN => PNEO Qual

SUCCESS in Topside DH tour => Warfighter

SUCCESSFUL PA tour => Nuclear Expertise

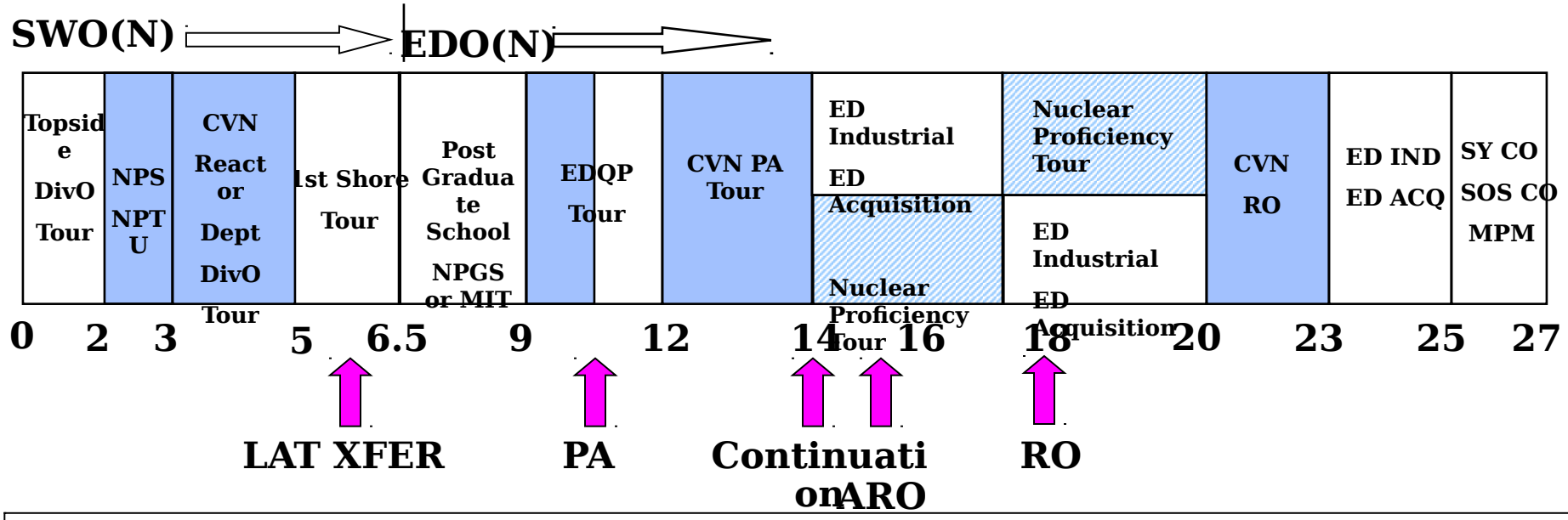
XO/CO Fleet-up Screen

SWO(N) Community
Requirements vs. Inventory



EDO(N)

Career Path and Boards



Community Boards:

- **Lateral transfer:** ~6 YCS, Nominal 2-3, Maximum 10 per YG
- **EDO(N) PA Board:** 10.5 YCS, Nominal 3 per YG (held on as-needed basis)
- **Continuation Board:** 14 and 15 YCS, Nominal 1 per YG
- **ARO Board:** 15 YCS following Continuation Board (held with SWO(N)s)

EDO(N)s who are not screened for RO remain EDOs and continue to remain competitive for Command

Assistant Reactor Officer

Purpose

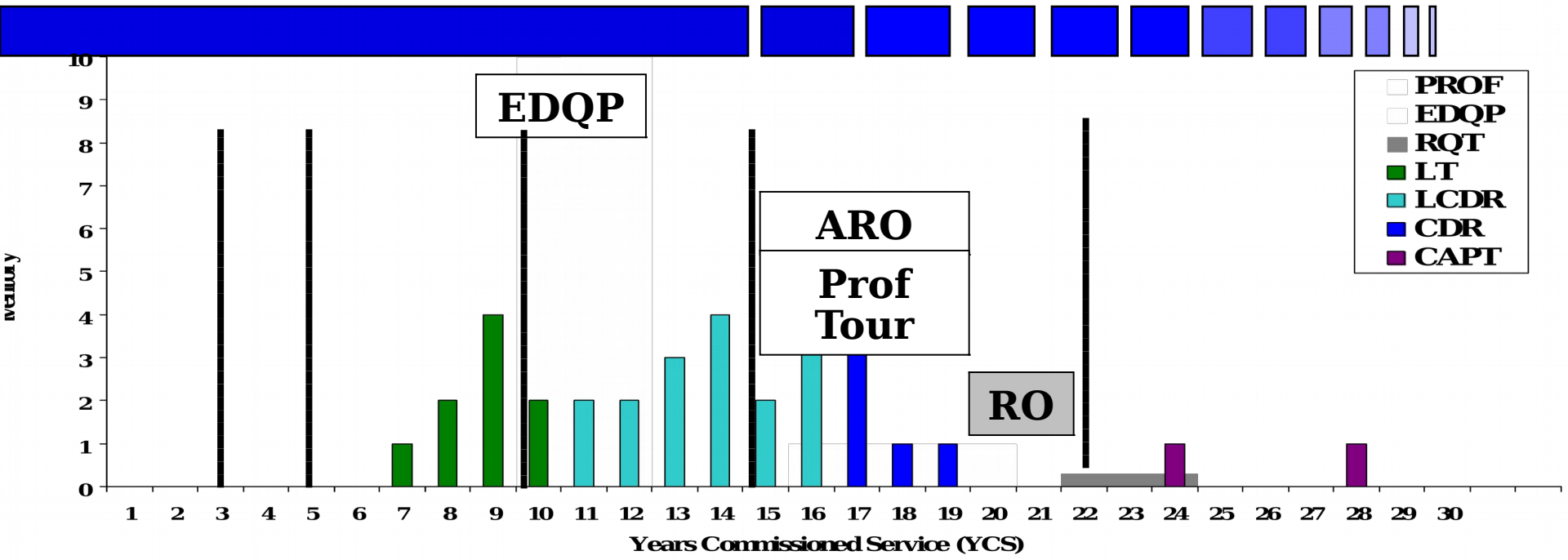
- **Enhance RO's focus on the execution of propulsion plant operations, maintenance, and training by:**
  - **Enforcing the standards, priorities, and departmental philosophy**
  - **Providing an experienced quality cut on departmental administration**
  - **Supporting external coordination requirements (TYCOM, RPPY, JTG, etc.)**
- **Leverage nuclear expertise of SWO(N) and EDO(N) officers no longer on track to be a Reactor Officer**
  - **Would otherwise lose nuclear qualifications**
  - **SWO(N)s not screened for CO Afloat**
  - **EDO(N)s not selected for continuation and future RO eligibility at 15 YCS maintain eligibility for Nuclear Officer Incentive Pay**

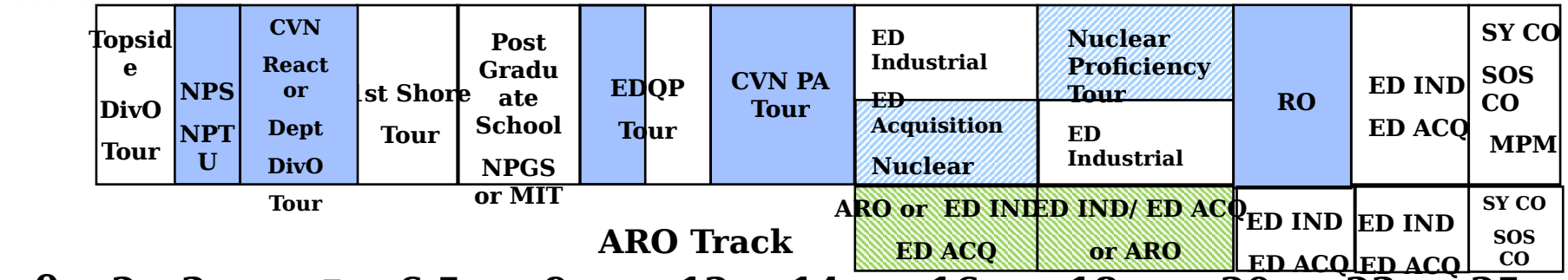
Officer

Selection and Assignment

- **Picked by administrative board**
  - **SWO(N)s following XO-SM or XO Afloat tours**
  - **EDO(N)s following unsuccessful second look for continuation**
  - **Nominally 3-4 officers needed each year**
- **Timing of the ARO tour dependent on ARO Billet Availability and the Officer's career management timing for future statutory and administrative boards**
  - **If possible, PERS 445 and 424 will work with Officer to ensure DAWIA requirements are completed prior to detailing to ARO tour**
- **Must be under orders to an ARO billet by 30 Sept of year following selection**
  - **36 month tour**
- **Financially incentivized**
  - **Nuclear COPAY eligibility continues through ARO tour and beyond until reaching 21 YCS or 3 years away from nuclear billet (whichever occurs later)**

EDO(N) Community
Nominal Throughput





EDO(N) Program
Nuclear Proficiency

- **4-year clock requirement between nuclear related assignments**
  - **Clock stops post-RO**
- **CVN, nuclear shore, and non-nuclear shore tours sequenced to meet requirement**
- **Engineering Duty Qualification Program divided between nuclear/non-nuclear billets**
  - **Nominally 18 months in nuclear billet**
- **Post-PA nuclear shore assignment required to maintain nuclear proficiency**

EDQP Billets

- **SUPSHIP Newport News – CVN New Construction Assistant Project Officer/ CVN Overhaul Assistant Project Officer**
- **Naval Shipyard - Ship Construction and Repair Superintendent (Nuclear) / Zone Manager**
  - **Norfolk (2)**
  - **Puget Sound (2)**
  - **Portsmouth**
- **Pearl Harbor NSY – Ship Repair Officer / Assistant Project Supt (Submarines)**

- **SUPSHIP Newport News – Ship Project Officer/CVN Overhaul Assistant Project Officer ***
- **Norfolk NSY – Ship Construction and Repair Supt (Nuclear) / Nuclear Operations ***
- **Norfolk NSY – Ship Construction and Repair Supt (Surface Ships) / Zone Manager (Submarines) ***
- **Puget Sound NSY – Ship Construction and Repair Supt (Nuclear) / Nuclear Operations ***
- **Puget Sound NSY – Ship Construction and Repair Supt (Submarines) / Zone Manager ***
- **SUPHIP Groton – Naval Engineering Inspection Officer / Ship Coordinator ***
- **Pearl Harbor Naval Shipyard – Ship Repair Officer / Assistant Project Supt (Submarines) ***
- **SRF Yokuska - Ship Const and Repair Supt (General) ***

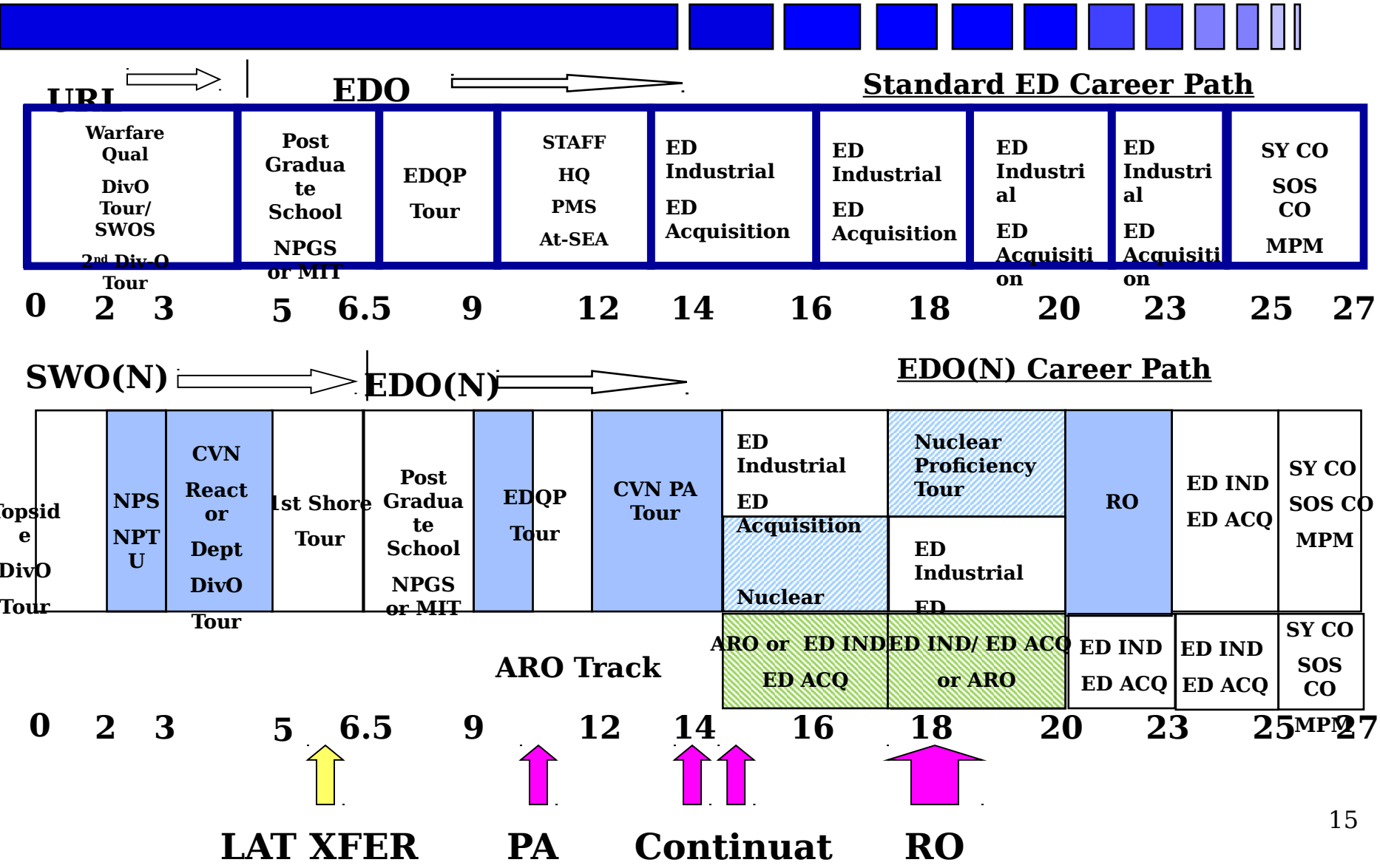
***Filled only if top billets unavailable**

Post-PA Proficiency Billets

- COMNAVAIRFOR/LANT N431 – Force Maintenance Officer
- COMNAVAIRFOR/LANT N43 – Ship Material Officer
- PMS312E – Propulsion Engineer
- NAVSEA 05V – CVN Deputy Ship Design Manager
- USFF N438A – Fleet Carrier Program Manager
- Naval Shipyard Assistant Project Superintendent, Nuclear (APS-N)
  - Norfolk
  - Puget Sound
  - Portsmouth
- SUPSHIP Newport News Code 151 – Project Officer for Aircraft Carrier New Construction
- SUPSHIP Newport News Code 152 – Project Officer for Aircraft Carrier Overhaul
- NAVSEA 08P Assistant Program Manager Carriers

- **Backup**

EDO(N) and EDO Career Paths



EDO(N) Screening Boards

- **PA Screening Board**
  - **Screen to nominal three officers per YG**
  - **One Look: 10 YCS as required (to date none have been required)**
- **Continuation Screening Board**
  - **Screen to nominal one officer per YG**
  - **Two Looks: 14 and 15 YCS**
  - **Officers at equivalent point in careers**
    - » **PG School, EDQP tour, and PA tour complete**
- **RO Screening Board**
  - **Screen to requirements based on projected RO billets available**
  - **Assigned for RCOH and NEWCON**
  - **One Look: 17, 18 or 19 YCS**
  - **Conducted minimum of every 3 years**